



FEBRUARY 2022

Connecting the DOTs

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Extra Mile Mentoring Book Club

- Kari Kroll (Executive Assistant) from Pierre chose the book and will moderate the discussion.
- The book club is limited to **35 people**.
- If you or someone you know would like to participate in the book club, please visit with your supervisor to make sure that your participation won't impact your work schedule.
- Participation is on a first-come, first-serve basis.
- Books will be provided to all participants.

The book club will be held in person at:
Becker-Hansen Building Commission Room
700 E Broadway Ave Pierre SD 57501
Or via Microsoft Teams

Over Two Million Copies Sold

**surrounded
by idiots**



The Four Types of Human Behavior
and How to Effectively Communicate
with Each in Business (and in Life)

thomas erikson

Tuesday
May 10, 2022
11am – 2pm

*This is a working lunch.
Please bring your lunch

Contact Scott to sign up:
scott.eisenbeisz@state.sd.us
605-626-7874

*Registration Ends: Monday, March 7, 2022

SDDOT Mission:

To efficiently provide a safe and effective public transportation system

SDDOT Vision:

Better lives through better transportation by being the best



The Secretary's Corner

INNOVATION happens when people are empowered to move beyond the boundaries of conventional thinking, topple the status quo, and “connect the dots” in new ways that result in products or services that are more responsive to the communities they serve.

Innovation has tremendous power to unlock human potential and organizational effectiveness. SDDOT is committed to building and sustaining a culture of innovation.

Our agency is committed to making improvements. Innovation, process improvement, and continual improvement are noted throughout our Strategic Plan core values, strategic objectives, and vision. We’ve made tremendous strides over the last several years, but to truly be the best we must focus on how we can become better. SDDOT and other DOT’s across the nation have invested time and financial resources toward a framework from the National Cooperative Highway Research Program (NCHRP) Report 885. The NCHRP is a national program that has existed for nearly 60 years with the primary goal to focus on continual transportation improvements in all modes of transportation.

NCHRP Report 885 is a “Guide to Creating and Sustaining a Culture of Innovation for Departments of Transportation”. It focuses on how **leadership, empowerment, communication, recognition, and measurement** all play a critical role in the culture of innovation. These focus areas are defined below and include involvement needed from all levels of our organization. Over the next month, we’ll be rolling out a survey to provide a “benchmark” for our innovation culture so we can continue on our path toward excellence.

Leadership: A true culture of innovation depends on leadership that establishes innovation as a core value throughout an organization. It is vital to establish innovative leadership opportunities throughout our organization. We need “champions” at all levels who have a passion for innovation.

Your Role: Leadership is a part of everyone’s job description. Opportunities exist for you to build your leadership skills and enhance our agency through training and job experience.

Empowerment: Innovation means change, and in the public sector, changes can often be viewed as taking on unacceptable exposure to risk, which can be a huge roadblock to innovation. The goal of empowerment is to equip every employee with the channels and knowledge they need to efficiently propose and evaluate their own or another’s ideas in terms of costs, benefits, and likelihood of success BEFORE moving forward. Once it has been determined that the benefit outweighs the risk, then implementation can occur.

Your Role: You and your team members have improved our organization through innovation for years. What skills can be gained to assist in evaluating your own or another's ideas in terms of cost-effectiveness while empowering each other to innovate?

Communication: Branding and constant communication keep employees informed and reminded about why and how an organization has embraced innovation. To be effective, organizations must find affordable and effective ways to communicate stories about innovation across multiple channels.

We hope our efforts to share content in new ways helps to reinforce the message that employees have leadership's blessing to make innovation a priority. For DOTs, capturing employees' attention can be particularly hard when resources are stretched thin and employees are focused on making deadlines and meeting the public's high expectations. We fully understand that our employees are focused upon the management of day-to-day activities; and this is often the biggest obstacle to making significant changes.

Your Role: As an organization, we must focus on creative and practical ways to draw attention to the importance of innovation and process improvement, and to frequently remind ourselves that new ideas are valued in a transportation agency.

Recognition: Employees who see their efforts to implement good ideas are rewarded are more likely to "give it a go" themselves. Frequent and timely recognition is a powerful way to motivate other employees to try to be more innovative. For DOTs, challenges come with tight budgets, conservative attitudes toward adhering to current rules and policies, and a strong desire to be good stewards of public funds.

Your Role: It's vital to recognize the hard work of our team, across the state. The **Impact Award** nomination process provides the opportunity for you to lift up co-workers who show dedicated service and a compassion to meet the needs of our customers.

Measurement: Organizations seeking to sustain a culture of innovation routinely stress the importance of finding simple ways to measure the pace and the impact of innovation. Routine (monthly, quarterly, or annual) tracking and communication of the pace of innovation help to keep employees engaged and motivated and can increase credibility with stakeholders or the public.

Your Role: For SDDOT, finding ways to measure the impact of innovation in terms of time and cost savings is vital. We must quantify the effectiveness of innovative efforts to help others see how innovation generates positive results.

Watch for more information about participating in our Culture of Innovation Survey!

2021 Concrete Paving Award of Excellence

SDRMCA recently sponsored the 2022 Annual Concrete Conference in Deadwood. Tanner Fitzke, Central Office Surfacing Plans Engineer Manager, was a featured speaker. Two Area Offices earned awards for their collaborative project work with contractors. The state winners are now submitted into a pool of projects to be judged for national awards.

Congratulations to the Winner Area for earning a 2021 Concrete Paving Award of Excellence in the Municipal Streets and Intersections category.

This \$12 million project involved the complete reconstruction of U.S. Highway 18/S.D. Highway 44 from near downtown Winner toward the west edge of the city, a distance of over a mile on this main highway through town. Constant, solid communication between the contractor and the SDDOT team allowed the many in-the-field decisions that come with a project of this size to be made efficiently and correctly to move the project forward and complete it on time. Thanks to the Winner Area team for demonstrating a commitment to collaboration with our partners to best meet the needs of our customers.



L-R front Row: Mike Moss, Rosebud Concrete; Mike Hausmann, Winner SDDOT; Connor Christianson, T&R Contracting; Chad Bohnet, Rosebud Concrete; Misty Berg, Winner SDDOT; and Kelly Armfield SDDOT Project Engineer

L-R back Row: Tom Shelbourn, Rosebud Concrete; Sam Eagle Star, Rosebud Concrete; Chris Anshutz, Rosebud Concrete; Rich Laber, Rosebud Concrete and Jarrod Dunham, Winner SDDOT.

Congratulations to the Mitchell Area for earning a 2021 Concrete Paving Award of Excellence in the Divided Highways category.

This \$37 million project included 15 miles of full pavement reconstruction on I-90 eastbound from two miles west of Salem to two miles west of Humboldt. Needless to say, this project, which involved extensive bridge reconstruction, was a significant undertaking for one construction season. Coordination of the different phases on this project was critical to ensure the project could be completed in one construction season. Thanks to the Mitchell Area team for their tremendous collaboration with all parties involved to ensure that the complex project was completed on time.



L-R front row: Randy Lee, Mitchell SDDOT, Rick Brandner, Mitchell SDDOT, Jesse Bruns (Reede), and Mike Flakus (Reede)

L-R back row: Jonathan Haskell, Ty Scofield, Ryan Story – all Mitchell SDDOT; and Brett Ludewig and Kyle Zimmer (Reede)

The Art of Map Making

By Kimberly Zerr and Kathryn Wesson



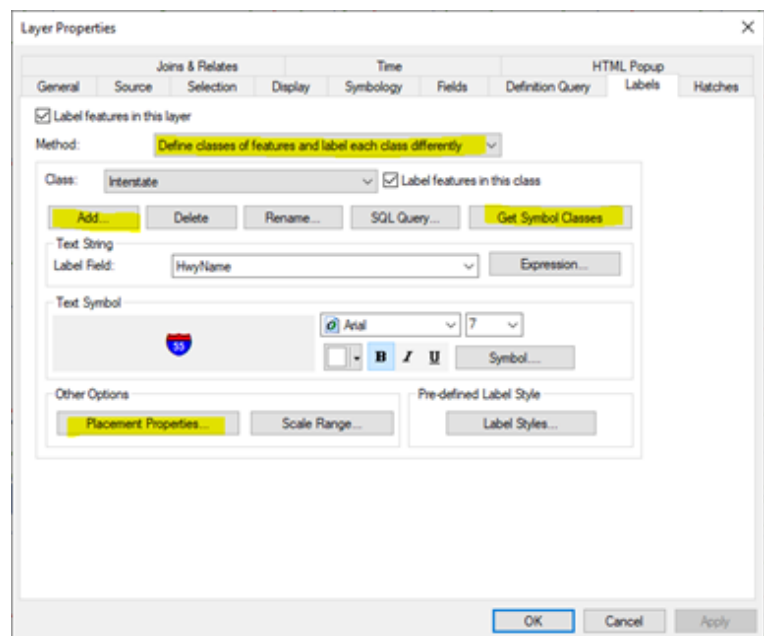
Last month our GIS Tips and Tricks focused on symbols and colors when making a map. This month we're covering another important part of mapping: labeling. Labeling adds descriptive text to features on a map based on values from the attribute table. Setting the right properties is sometimes difficult, but there are a couple tricks I like to use when I work with labels; label classes and the Maplex Label Engine.

Label classes are found in the Properties dialog box and allow the user to label the same feature in different ways. For example, state highways are one feature with three labels: a label for interstates, US highways, and state highways. Label classes are set by choosing the Method (first highlight in the graphic below) and adding a class in the Labels tab (Add button), or by taking symbol classes created in the Symbology tab (Get Symbol Classes button). The Placement Properties button allows me to set rules for label placement using the selected label engine.

To create a label class using the Add button, I need to create a SQL query to determine which features are in the class. The process is simple: click Add, give the label class a name, and then create a SQL query. Creating a SQL query is just like doing a definition query or selecting by attributes from the attribute table.

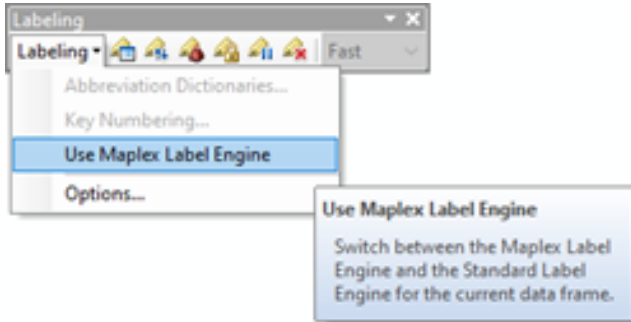
For example, here is the query for interstates:

(HighwayClass = 'IN') AND (Direction = 'E' OR Direction = 'N'). The direction is added so only one label appears in both directions. If not all the highways in a label class have a direction (like US Highways), the first part of my query would include a blank for direction: (Direction = ' ' or Direction = 'E' or Direction = 'N'). This labels all highways without a direction as well as all eastbound and northbound routes. If I want the features in my new class to be labeled, I should make sure the box next to the Class dropdown is checked. This lets me choose whether all my classes are labeled or not. Finally, I set my label field (in this case, the highway name) and make the labels look the way I want by using options in the Text Symbol box and Placement Properties to set automatic placement rules.



The Art of Map Making Continued

Creating labels based on symbol classes is an easier process. If I have a layer that is symbolized based on a field (i.e. highways), I use the Get Symbol Classes button to create label classes identical to the symbol classes. After that, the process for labeling the features, choosing text symbols and placement is the same.



Label placement is controlled by label engines within ArcMap. There are two labeling engines for dynamic (automatic) labels: the Standard Label Engine (which is the default) and the Maplex Label Engine. The Standard Label Engine provides fast labeling with basic placement rules. The Maplex Label Engine provides advanced rules for controlling the appearance and placement of labels such as how labels are oriented and formatted, how labels are placed in congested areas, and how ArcMap resolves conflicts between labels. The Maplex Engine is activated from the Labeling toolbar.

If you have questions or comments for the GIS team, let us know!

- - - - -

The SDDOT Family Tree

The SDDOT Communications Team is working on a story about family ties within the SDDOT. Many employees have children, parents, aunts, uncles, or other relatives that they work with at the SDDOT. Some folks are even third or fourth generation workers and have family history with our department.

If you have a family tie, either past or present, please let us know as we want to feature as many employees as possible in this story!

The idea for this story is from feedback received in the January Connecting the DOT's Newsletter survey!

Please contact Bret Mattice at bret.mattice@state.sd.us with your family ties!





UAS Program Development

By Larry Dean, Planning Data Manager, Project Development

The SDDOT has taken to the sky with the UAS. The pictures below demonstrate the aerial perspective the pilot observes on the iPad or iPhone attached to the UAS controller during a flight mission.

Below are some amazing photogrammetry that our pilots have taken with either the Autel Evo II Pro or the Skydio II on some projects.





What is South Dakota's Citizen Portal?

The Governor's Citizen Portal is the new sd.gov! Governor Noem wants South Dakota to be a leader in digital government services with a focus on citizen-first thinking. The goal is one-stop shopping for anything needed within state government.

What features are available in the Governor's Citizen Portal?

- Single Sign-on Framework – Citizens will be able to log in once to access many state services.
- South Dakota Search – The search function will specifically look within the state government websites to provide resources.
- Virtual Agent – This online chat feature will help answer questions and guide citizens to services. (The team is also conceptualizing the option for a live agent to assist too.)
- Agent Workspace – Agency personnel will be able to manage requests and provide omni-channel support (phone, email, chat, and text).
- Online Forms – The goal is to reduce some paper forms and manual processes.
- Knowledge Base – These are online reference documents where agencies can post information, like FAQs, how-to documents, and troubleshooting information that can be referenced day or night.

What services are available in the Governor's Citizen Portal?

Overall, there are 35 services built into the Citizen Portal, which means the request or an actual form has been built in the ServiceNow platform.

How were these services selected to be in the initial launch of the Citizen Portal?

Since May 2021, each agency and constitutional office was part of the planning of the Citizen Portal. Because of the short timeline for the initial launch, the services included were less complex or represented a significant pain point for our citizens.

Public Involvement Plan (PIP):

Thanks to SDDOT staff for providing questions and comments during the internal review of the PIP. We will now seek feedback from our customers to shape future public involvement and community engagement efforts.

Details on SDDOT's Public Involvement Plan can be found on our website at <https://dot.sd.gov/pip>. All are invited to share feedback on this open forum with comments, questions, or concerns. The 45-day public comment period closes on April 1, 2022. For further information or any questions, please contact June.Hansen@state.sd.us.



TRAINING UPDATE

Learn ~ Engage ~ Improve
February 2022

UPCOMING EVENTS



PROCESSES

TLN: Clean Water Act – Overview

Mar. 3 | 9:30 – 11a.m. | Zoom

NHI 130078: Fracture Critical Inspection Techniques for Steel Bridges

May 3-6 | 8 a.m. – 5 p.m. | Sioux Falls



ASSETS

TLN: Autonomous Equipment: The Future of Construction

Mar. 1 | 9:30 – 11 a.m. | Zoom

High Strength Structural Bolting Workshop

May 3-4 | 8 a.m. – 5 p.m. | Pierre

NHI 135046: Stream Stability & Scour at Highway Bridges

May 10-12 | 8 a.m. – 5 p.m. | Pierre



WORKFORCE

TLN: Feedback

Mar. 2 | 9:30 – 11:00 am | Zoom

TLN: Stress Mastery

Mar. 29 | 9:30 – 11a.m. | Zoom

TLN: Transition to Supervisor

Apr. 6-7 | 12:30 – 4 p.m.; 9 a.m. - noon | Zoom

NEW CLASSES on the LMS

Outlook 365 Beginner | AFE 76D6 | Use the menu to view only the topics you need: Creating & Sending Messages; Managing & Organizing the Outlook Mailbox; Navigating & Using the Calendar; Managing People; Managing Tasks & Notes; Increasing Efficiency in Outlook.

Outlook Office 365: Optimizing Workflows | 50 minutes | AFE 76D6 | Outlook features a variety of different ways of improving the way you work. See how to dictate messages, convert email conversations into meeting invitations, and use the rules, Quick Steps, and delegation tools to manage your mailbox.

FEATURED CLASSES on the LMS

First Aid – Burns & Electrical Shock | 12 minutes | AFE 7729 | When you provide first aid, it is important that you help both the victim and you. Take this module to find out how to avoid legal liability, prevent disease transmission and determine how and when to move victims. Ideal learners are employees who have already taken in-depth first-aid training.

Tips for Working Remotely Playlist | 11 classes | AFE 76C7 | More people are foregoing a lengthy commute and working from home. But sometimes, like during the coronavirus outbreak we're experiencing now, you may have to work from home. Whether you are a full-time freelancer or the occasional telecommuter, working outside an office can be a challenge. What are the best ways to set yourself up for success? How do you stay focused and productive? And how do you keep your work life separate from your home life?

TRAINING UPDATE Continued . . .

POPULAR CLASSES on the LMS

Fire Extinguisher Safety | 15 minutes | AFE 7700 | If you were confronted with a fire in your workplace, would you know whether to fight or flee? If you decide to fight the fire, do you know what to do? Take this course to learn when to fight or flee a fire and how to choose and use fire extinguishers. Knowing what to do can save lives! Ideal learners include all employees. The battle between your present and future self: Daniel Goldstein | 16 minutes | AFE 76C7 | Every day, we make decisions that have good or bad consequences for our future selves. (Can I skip flossing just this one time?) Daniel Goldstein makes tools that help us imagine ourselves over time, so that we make smart choices for Future Us.

Employee Engagement - Who's Sinking Your Boat | 5 minutes | AFE 74J7 | Welcome aboard! At long last, the remake of our viral hit, 'Who's Sinking Your Boat?'. When we launched our original in 2013, Gallup claimed that approximately 7 out of 10 employees are disengaged. Despite billions being spent on engagement initiatives, we have only managed minor gains. As in the original, this remake will define engagement and make a business case for engagement BUT will also provide a 'call to action' by introducing 8 key focus areas organizations need to focus on to keep employees 'afloat'.

Supervisory Training: Is it time to catch up on your BHR required Supervisory Courses? In-person and virtual sessions available. There are several opportunities this spring to complete the required courses. Click on the links below to access the dates, locations, and registration information. These classes are to be retaken every 5 years.

Documenting Discipline: <https://bhr.sd.gov/employees/training-courses/supervisor-training/documenting-discipline-performance/index.html>

Interview and Selection: <https://bhr.sd.gov/employees/training-courses/supervisor-training/interview-selection/index.html>

AGC/SDDOT 2022 SD Transportation Construction Industry Summit

March 9 & 10 - Cedar Shores, Oacoma, SD

Registration Info: <https://www.sdagc.org/>

Key Discussion Topics:

- Significant Specification Changes (Division I & Utilities)
- Improving Work Zone Safety Operations (Innovations & Accident Management)
- Paperless Plans & E-Construction Progress - Workforce Development (New CDL Training Regulations, Diversity & What's Working?)
- New Federal Infrastructure Bill and SDDOT Projects

FEATURED SPEAKER (virtual): Ken Simonson, AGCA Chief Economist "Construction Industry Economic Outlook & Supply Chain Disruptions"



February Mentoring Minute

by Tim Wicks



Quite a few years ago, I was on the Custer School District Board of Education. In the beginning, I had real struggles with the discussions we had and how we arrived at some of our decisions. A couple years passed before I realized that everyone else's opinions were just as valid as mine; they were not right or wrong, just different. Appreciating and respecting the different perspectives made discussions much easier and I realized that I didn't need to strive to win, but instead strive for what was right.

Recently, we had a mentoring forum where we learned about different things that motivate people. Realizing what makes you motivated can help you learn about yourself and why you feel and act the way you do. More importantly, I think, learning the same about others can help a person accept everyone's different perspectives. This helps to make relationships more comfortable which in turn improves the workplace and may even spill into personal and family life. Having a little peace and understanding is something we all could use a little more of.

For those of you currently in the mentoring program, if you have been able to meet regularly, Congratulations! If you have had some struggles getting together with your mentoring partner because of distance or weather (or anything else), it's ok.

Spring is coming. Don't be afraid to reach out to each other even for a brief conversation to schedule a little time. Also, you can connect with the mentoring committee member assigned to your pair, or any other committee member. They might have a suggestion that may be helpful.

Make Time for Mentoring!





Safety Awards Presented at 2022 Winter Engineering Meetings By Carol Evans, Safety Coordinator

The awards are calculated by the number of recordable events (accidents/incidents, vehicle crashed & FROI).

SDDOT uses OSHA calculations shown below. If there is a tie (which we have), I then reference the quality of the potential winners monthly safety meetings and SLAM"S.

(FROI/Manhours) x (200,000/12)

(SVA/Mileage) x 1,000,000



**Safest Area Engineering by Region (Mitchell Region)
Sioux Falls Area**



**Safest Area Engineering by Region (Pierre Region)
Winner Area**

Safety Awards continued . . .



**Safest Area Engineering by Region (Aberdeen Region)
Watertown Area**



**Safest Area Engineering by Region (Rapid City Region)
Belle Fourche Area
and Safest Engineering Statewide - Belle Fourche Area**



**Safest Operation Statewide:
Rapid City Region**

and

**Best Region Statewide:
Rapid City Region**



Meet the Transportation Commission:

The Transportation Commission is comprised of nine representatives from throughout the state who are appointed by the Governor. We appreciate the dedication and commitment of the Transportation Commission to efficiently and effectively meet the transportation needs of our state.

Transportation Commission members are (left to right):
Front: **Bruce Cull** -Yankton, **Benjamin Stoick** - Mobridge, **Kathleen Zander** - Pierre, **Mike Vehle** - Mitchell, **Lynn Jensen** - Lake Preston

Back: Secretary Jundt, **Donald Roby** - Watertown, **Larry A. Nelson** - Canton, **Ronald Rosenboom** - Sturgis and **Jafar Karim** - Rapid City



Adam Feishner - Highway Maintenance Worker
in Sioux Falls. Member of Sioux Falls Rest Area Improvement Team who won an Impact Award!



The state railroad sale team was one of the team award winners of the 2021 Impact Award.

Some railroad sale team members recently gathered together for a quick picture in their new SDDOT branded t-shirts.

Back Row: Chris Ott, Rayleen Rageth, Nancy Hiller , Kari Kroll

Front Row: Perry Griffith , Jack Dokken, Misty Siedschlaw

**Recognize the hard work of your co-workers,
submit an Impact Award nomination at:**

<https://dot.sd.gov/impact-awards>

Media Training - Thoughts from Two "Reluctant Participants"

As the Communications and Training Teams embarked on a newly developed Media/Public Engagement Training, it became obvious very quickly that some enrollees were hesitant about participating in this training "opportunity." Mike Border and Kirk Hendersen, our self-identified reluctant participants, graciously provided their insight into the training!

Mike Border - Project Engineer (Sioux Falls Area)

Biggest worries coming into the training:

- Speaking in front of others and being on camera. Even in a classroom type setting, this is intimidating and was the part that I looked forward to the least. I've never been the first one to speak in a meeting, and I'm not the type of person who speaks just to hear his own voice; so speaking into a camera literally just to hear your own voice was not an activity I looked forward to in any way.

How did it go?

- The training was very worthwhile and went well. All of the instructors did a very good job of assembling the material and presenting the ideas. The mock interviews were difficult only in that they were uncomfortable, but being uncomfortable is part of the point. The instructors did a very good job of making the mock interviews feel "real" without being intimidating. Learning some strategies on how to deal with questions from a live audience that are either difficult or off-topic questions, and how to answer questions for which you were not prepared, is one of the most useful skills that I was able to take away from the training. The class length seemed appropriate for the material covered and did not feel particularly rushed. The class size was good because it gave you a sense of speaking in front of an audience without being overwhelming – and knowing that everyone else in the class was likely just as uncomfortable helped some also.

Encouraging others:

- I'd recommend the class to anyone that has to deal with the public at any level. Anyone who gets involved with landowner meetings or deals with the public on construction should take this course. **I don't think it is possible to be too good at public speaking, so taking a class where your peers are there to help you is definitely worthwhile.**



Media Training continued:

Kirk Hendersen, Project Engineer, Sioux Falls Area

Biggest worries coming into the training:

-My biggest fears/worries/dread were that my only experience with the media are newspaper interviews (very minimal), and one KELO interview. Not having much experience, and being in a class with people who seemed to have a lot more experience, or at least dealing with the media comes more naturally to them.

How did it go?

-The training went much better than I had expected. I could see how the length of the course could easily be more than 4 hours, but I think the 4 hours was a good amount of time. Maybe people who don't have much/any experience with the media could take a longer class and those that have a lot of experience with the media could take a 4 hour class.

I liked being able to see watch myself right afterward the recorded interview. I didn't realize I was as much of a hand talker as I actually am.

With the 41st Street project about to begin in Sioux Falls, I will use the message mapping template in the future. I believe that it will be a very helpful tool for me to use on any upcoming interviews that I may have.

I also never thought about asking the interviewer for the questions they will be asking prior to the interview as a way to better prepare for the interview itself.

Your encouragement of others to take the training?

At some point during most people's career at the DOT, they will likely have some sort of interaction with the media. Whether it's with a newspaper, radio station, social media, or TV news station. This training was very good about providing tips and tricks to calm nerves before public speaking and performing an interview. **I would much rather be prepared and not have an interview than to have an interview and not be prepared for it.**



Safety - Wildlife Signage in Spearfish Canyon Completed by Andy Motzko, Highway Maintenance Worker (Rapid City)



Wildlife signs in Spearfish Canyon was recently completed. The actual signs have been up for a while, but we had to wait for the flashing beacons to arrive.

Right on cue, some goats made an appearance in-between the signs right after the beacons went up!



Thanks to everyone assisting with our SDDOT recruitment efforts at college career fairs!

Left Photo: **Derek Ferwerda and Hannah Covey**

Right Photo: **Hannah Covey and Jana Morris**

Bottom Photo: **Corey Pinkley and Jonathan Egge**



Name the Snowplow Contest Winners Meet Their Plows!

In last months newsletter we told you about Jessica Wimer and her family meeting Blizzard of Oz, the snowplow they named in the Aberdeen Area. Since Jessica met her plow, more winners have come to say hello to the plows they named and the operators that use them.

Thank you to everyone who was involved in the process of getting our winners to our shops!

To see all of the winners and watch/read local news stories about, please click:

<https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest>

Sioux Falls Area - Quick Thaw McGraw

- Submitted by: Linda Nassar

Winner Area - Plow Patrol

- Submitted by: Caysen Newbold

Huron Area - Termiblader

- Highmore-Harrold Elementary - 1st Grade Class

Mitchell Area - Highway Hero

- Melissa Davis

Pierre Area - Snow Problemo

- Submitted by: Mercy Howard

Yankton Area - Thank Me Blader

- Submitted by: Liz Franko

Rapid City Region:

- Custer Area - Snow Squatch (Karen Simon)
- Rapid City Area - West River Shiver (Ann Eads)
- Belle Fourche Area - Mr. Snow Jangles (Toni Brumbaugh)



SDDOT Employee News and Updates. . .

February Longevity:

Rick Campbell, Equipment Technician – 20 years (Pierre Region)

Gene Plant, Lead Highway Maintenance Worker – 20 years (Custer Area)

John Keyes, ROW Supervisor – 20 years (Central Office)

Jim Steichen, Region Material Technician – 25 years (Mitchell Region)

Calvin Esche, Highway Maintenance Supervisor – 30 years (Watertown Area)

Todd Hanson, Lead Highway Maintenance Worker – 35 years (Aberdeen Area)

Patty Raugutt, Accounting Assistant – 50 years (Aberdeen Region)



Operations Engineer Jeff Gustafson presented **Region Operations Technician (Lab) Jim Steichen** with his **25 year** pin at their safety meeting in February.

Joel Gengler, Right of Way Program Manager presented **John Keyes, ROW Supervisor (Acquisition & Relocation)** with his **20 year** Longevity pin.



Calvin Esche, Highway Maintenance Supervisor (Watertown Area) receives his **30 year** pin/plaque from **Matt Brey, Watertown Area Engineer**.

Congrats to **Patty Raugutt - Accounting Assistant - Aberdeen Region**, on celebrating **50 years** with the SDDOT.

Patty received a 50 year sticker to add to her recognition plaque from **Mark Peterson, Aberdeen Region Engineer**.



SDDOT Employee News and Updates . . .

New Hires

Jacob Cadwell, Environmental Scientist (Pierre)
 Joshua Harr, Highway Maintenance Worker (Aberdeen)
 Nathan Brockel, Equipment Mechanic (Pierre)
 Michael Roberts, Highway Maintenance Worker (Highmore)
 Thomas Polzien, Highway Maintenance Worker (Sioux Falls)
 Jerry Buechler, Highway Maintenance Worker (Aberdeen)
 Brian Johnson, Journey Transportation Technician (Yankton)
 John Adams, Consultant Management Engineer (Pierre)
 Austin Rollag, Highway Maintenance Worker (Sioux Falls)
 Steven Bau, Highway Maintenance Worker (Faulkton)
 Jack Veit, Highway Maintenance Worker (Eagle Butte)

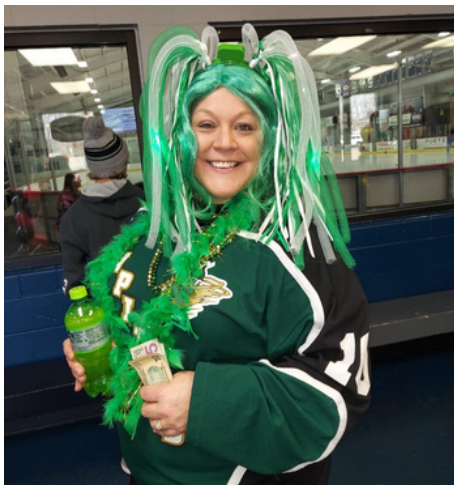
Promotions and Lateral Position Changes:

Steve Kamarainen, Region Traffic Engineer (Rapid City)
 Lane Goldsmith, Project Engineer Supervisor (Huron)
 Chandler Lacher, Journey Transportation Technician (Pierre)



Grinding bumps on Highway 46!
**Stacy Rasmussen, John Sackett and
 Tanner Knutson - Beresford Unit 297,
 Yankton Area.**

Photo submitted by **Lyle Norling**.



Laura Blotske (Finance Office) ready to cheer on the children of **Kellie Beck, Mike Behm, and Kirk Van Roekel (FHWA)** at the state hockey tournament in Mitchell.

Congrats to the Oahe Capitals!

They were undefeated all year and won the State Title in the Pee wee B Division.

SDDOT Employee News and Updates:



During this legislative session, **Joel Jundt** went through the formal review and approval process to officially be named SDDOT Secretary!

Jerry Hansen, Highway Maintenance Supervisor presenting **John Sackett 10 year** anniversary pin. **John is a Highway Maintenance Worker in Beresford.**



Van Schiefelbein, Highway Maintenance Worker, Clear Lake celebrated **10 years** with the SDDOT on Feb. 16th.



Brad Cox (Lennox Highway Maintenance Worker) recently received his **30 years** of service plaque from **Keith Voegeli (Highway Maintenance Supervisor)**.

